



WAGE ORDER NO. RIX-24

**PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE WORKERS
 IN THE ZAMBOANGA PENINSULA REGION**

WHEREAS, the Regional Tripartite Wages and Productivity Board - IX is mandated under **Republic Act No. 6727 (RA No. 6727)**, otherwise known as the **Wage Rationalization Act**, to periodically assess wage rates and conduct continuing studies in the determination of the minimum wage applicable in the region or industry;

WHEREAS, the current Wage Order No. RIX-23 took effect on 12 December 2024;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination*, as amended, in the absence of any petition for minimum wage adjustment, the Board may, *motu proprio*, initiate wage review;

WHEREAS, the Board, upon deliberation during its meeting on 22 September 2025, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

WHEREAS, after due notice to all stakeholders and publication of the notice of public hearings on 24 October 2025, the Board conducted consultation and public hearings on the following dates and venues to assess and determine the propriety of issuing a new wage order, to wit:

DATE	VENUE
CONSULTATION	
23 October 2025	Grand Astoria Hotel, Zamboanga City
PUBLIC HEARINGS	
10 November 2025	Grand Astoria Hotel, Zamboanga City
12 November 2025	Mibang Hotel, Dipolog City, Zamboanga del Norte
13 November 2025	Springland Resort, Pagadian City, Zamboanga del Sur
14 November 2025	Sibugay International Hotel, Ipil, Zamboanga Sibugay

WHEREAS, in setting the minimum wage, the Board considered the various criteria under **RA No. 6727**, as well as the procedures laid down in the *Omnibus Rules on Minimum Wage Determination*, as amended;

WHEREAS, after due consideration of the results of the consultation and public hearings conducted, and a thorough review and evaluation of the existing socio-economic conditions in the region, majority of the Board decided to adjust the prevailing daily minimum wage rates of workers/employees in the private sector in the region to enable them to cope up with the rising cost of living without impairing the viability and sustainability of business and industry;

WHEREAS, should compliance with the increases mandated in this wage order result in wage distortions within enterprises, workers and employers may seek guidance and technical assistance from the RTWPB-IX Secretariat in addressing the same. They may also refer to the formulas and examples provided under NWPC Advisory No. 01, Series of 2023 (accessible via nwpc.dole.gov.ph/nwpc-advisory-no-01/), as guide in adjusting wage structures to correct wage distortions; further, employers and workers may likewise develop and agree on a formula suited to their specific needs and circumstances, including through collective bargaining, as appropriate;

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB - IX hereby issues this Wage Order.

Section 1. Amount of Increase. Upon effectivity of this Wage Order, minimum wage earners in the private sector in the Region shall receive a Php50 increase per day to be given in two (2) tranches, as follows:

- First Tranche: ₱25.00 per day upon effectivity;
- Second Tranche: Additional ₱25.00 per day starting on June 1, 2026.

Section 2. New Minimum Wage Rates. The new daily minimum wage rates in Region - IX shall be as follows:

Sectors/Industry	Current Minimum Wage Rates	Wage Increase (Upon Effectivity)	New Minimum Wage Rates	Wage Increase (Effective June 1, 2026)	New Minimum Wage Rates
NON-AGRICULTURAL Establishments (Including RETAIL/SERVICE Establishments employing 10 workers or more)	₱414.00	₱25.00	₱439.00	₱25.00	₱464.00
AGRICULTURAL Establishments (Including RETAIL/SERVICE Establishments employing 1-9 workers)	₱401.00	₱25.00	₱426.00	₱25.00	₱451.00

Section 3. Basis of Minimum Wage Rates. The minimum wage rates prescribed under this Order shall be for the normal working hours which shall not exceed eight (8) hours of work a day.

Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

Section 5. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of *Section 12 of RA No. 6727, as amended by Republic Act No. 8188.*

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Section 6. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 24th day of November 2025.

Done in Zamboanga City, Philippines.

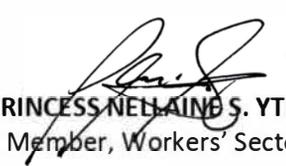


CARLO B. CATIS

Member, Workers' Sector

*** EDGAR B. LIM**

Member, Employers' Sector



PRINCESS NELLAINÉ S. YTING

Member, Workers' Sector

(Vacant)

Member, Employers' Sector



RD MARIA FELICIDAD R. GUERRERO

Vice-Chairperson

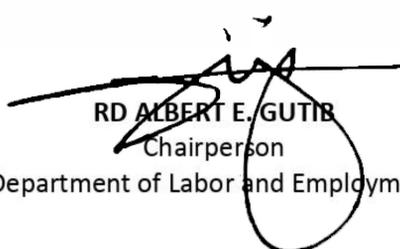
Department of Economy, Planning,
and Development

- ON OFFICIAL MEETING -

RD AL-ZAMIR I. LIPAE

Vice-Chairperson

Department of Trade and Industry



RD ALBERT E. GUTIB

Chairperson

Department of Labor and Employment

BM Lim voted "no" to the wage adjustment in the amount of P50.00 per day, and cited the following grounds:

1. That as per PSA, Region IX's 2023 annual Poverty Threshold of P33,353 divided by 365 days, results in a per capita amount of P91.40, which if further multiplied by the region's average household size of 4.3, this equals to P393.02, indicating that there is no gap to close.
2. That based on the Board's environmental scanning, the CPI comparison between 2024 [December] and 2025 [October] results in only P1.00.

In view whereof, he refused to affix his signature over his printed name.

(For NWPC Secretariat)

Date of Publication: 16 day of December 20 25
Date of Effectivity: 01 day of January 20 26